



WASHINGTON State Employee

**Not in
our
state!**

See page 3

No shock here

■ South Seattle CC lead electrician and union beat outsourcing

How many private electrical contractors does it take to screw in a light bulb?

In the eyes of **Dan Sutcliffe**, lead electrician at South Seattle Community College, way too many to justify taking work away from college employees at a higher cost.

Sutcliffe proved that point in a recent unfair labor practice settlement.

It was only the second time in his 35 years at the college that the Local 304 member and steward filed such a challenge. But the college can't get away with unilaterally outsourcing, he said. And his co-workers need to know that this is the kind of thing the union does for them routinely.

"When you start something, you can never let fear or bullying get in the way," Sutcliffe said. "No matter, if you know you're right, you don't back down. You know you'll win eventually because

See SUTCLIFFE, page 8



Paula Lukaszek

'A steward is a steward is a steward'

■ Arbitrator: UW Trades stewards can represent other Local 1488 members on main campus

Paula Lukaszek and other stewards in the Federation's Skilled Trades Bargaining Unit at the University of Washington must be allowed to represent other members in the Campuswide Unit as well, an arbitrator has ruled.

The arbitrator ruled Nov. 14 the UW wrongly denied Lukaszek release time last year to represent a member of the Campuswide Bargaining Unit.

That violated the contract, the arbitrator ruled.

"We're on par with the rest of the stewards in 1488," said Lukaszek, now local president.

"I can represent anyone on the main campus whether they're in Trades or not."

"A steward is a steward is a steward. We should be able to represent any member."

LOOKING AHEAD TO 2014 LEGISLATIVE SESSION

Privacy and safety

WFSE/AFSCME will likely ask Legislature for privacy bill after another Sunshine Committee delay

The state "Sunshine Committee" has once again put off action on a Federation request to keep state employees' personal driver's license numbers private.

But the Federation will likely move forward with legislation to make drivers license numbers exempt from public records requests.

Recent requests for that information raised fears by Federation members in Lottery, the Liquor Control Board and elsewhere because the information can be used to

track down other identifiers that make public employees vulnerable to financial and safety attacks.

The state Sunshine Committee on Dec. 9 voted to table a proposal to exempt drivers' license numbers and instead do more study.

But Federation Lobbyist Matt Zuvich told the committee the union will likely seek "some kind of legislative fix to address the concerns that we brought here...

"Our concern is around the safety and security of pub-



lic employees."

The Federation is taking the two-track strategy after a judge recently denied an injunction to exempt drivers' license numbers in the Lottery Commission. A judge did grant an extremely narrow exemption for Liquor Control Board employees on only one type of form, the "I-9" form proving citizenship for employment.

Two Federation members in the Lottery Commission

testified before the Sunshine Committee on their own time in support of the exemption.

Susan Berger and **Maureen Van Deuren** said the exemption would bring clarity when a judge is weighing an injunction.

Van Deuren said the drivers' license numbers should not be "something that somebody in a Thurston County jail can get information on."

"The potential for harm and the potential for targeting public servants who have a lot of contact with the general public is, I think, greater for state employees," Zuvich said.

The committee tabled action because a member from the newspaper industry wasn't present to raise concerns. An "Open govern-

ment" coalition said the solution isn't more exemptions but greater cyber security.

Nick Brown, representing the Governor's office, rejected that argument.

"It doesn't get to the root of the problem, that there is still going to be a way to do it," Brown said. "And one of the ways to minimize that is to improve security."

"But the other way to help minimize that is to minimize the amount of information out there."

Brown was one of only two on the Sunshine Committee to vote against the motion to table, or delay a decision.

The Sunshine Committee's official name is the Public Records Exemptions Accountability Committee.

PSERS

Push goes on now that pension policy committee makes no recommendation

Most of a key state pension policy panel supports the Federation bill to expand the public safety retirement system for DSHS workers in dangerous jobs.

But the Dec. 10 vote to officially endorse EHB 1923 fell one vote short of the required 11 votes needed to give the measure the official stamp of approval from the Select Committee on Pension Policy.

Ten of the committee members did support it, while seven voted no.

So EHB 1923 goes to the Legislature with no official – yet majority support – from the committee.

The bill passed the House earlier this year, but not the Senate. It remains alive in 2014 and does not have to be reintroduced.

EHB 1923 would expand the Public Safety Employees Retirement System to include DSHS workers in dangerous jobs who provide direct care, custody or safety.

It would allow injured workers like 35-year veteran



After the pension policy committee vote (from left): WFSE/AFSCME Lobbyist Matt Zuvich; Rick Herzog, Local 793, Western State Hospital; Kent Olson, Local 793, Child Study and Treatment Center; and WFSE/AFSCME Field Services Director Bob Keller.

Kent Olson to retire at age 60 if service requirements are met.

Olson, a psychiatric child care counselor at the Child Study and Treatment Center in Lakewood and a member of Local 793, sported a cast on his arm from an injury suffered in a patient assault this past August. He recently had rotator cuff surgery to repair the damage.

"This is the first time in 35 years that this has happened to me, but I know that, gee,

probably even 10 years ago I might have healed better," Olson said.

Assaults at CSTC more than doubled in 2012, according to the Legislature's most recent "Workplace Safety in State Hospitals" report.

Olson was joined at the hearing by Rick Herzog, a Local 793 member at Western State Hospital who has been assaulted 20 times in 2013. He's been on the job 25 years.

The one good thing to come from the committee's

official silence on EHB 1923 is the panel did not consider a bad alternate recommendation to cut out 90 percent of the employees who'd benefit under the bill, from 2,717 workers to 242 in just four job classes – two in Juvenile Rehabilitation and two in Mental Health.

Panel member Sen. Steve Conway of the 29th Dist. said that "narrow amendment" did not address the "breadth of the problem in the mental hospitals."

Parks

Media: Parks system can't survive without taxpayers

We can't say it any better than the Everett Herald:

"A new report spotlights an inconvenient truth for law-

makers about Washington's public parks system: It cannot survive without help from the state's taxpayers.

"The agency is reeling from deep budget cuts and needs a reliable source of funds because it may never be able to live as lawmakers desire -- solely on money collected from park visitors."

This from a new report presented by the Parks Commission to the Office of Financial Management.



This echoes what Federation members have said for years, from Fort Worden to St. Edwards and all points in between. Fighting for revenue

to save our park system, the crown jewels of Washington, is another reason to be active and informed during the 2014 legislative session.

MORE ONLINE

To see the report for yourself, go to: <http://www.heraldnet.com/assets/pdf/DH1466141129.pdf>

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On page 1 and here: WFSE/AFSCME members and retirees rally in Seattle to keep Boeing Machinists jobs here. Story, page 6.

WFSE/AFSCME 2014 LEGISLATIVE SESSION PREVIEW

Not in our state!

The headlines say...we can't sit back

December 10, 2013 at 3:57 PM

State Senate majority plans to pick up where it left off last session

Posted by [Andrew Garber](#)

The state Senate majority caucus [congratulated itself](#) Tuesday for surviving a year and vowed to pursue legislation that did not pass last session, including changes to K-12 education and workers compensation.

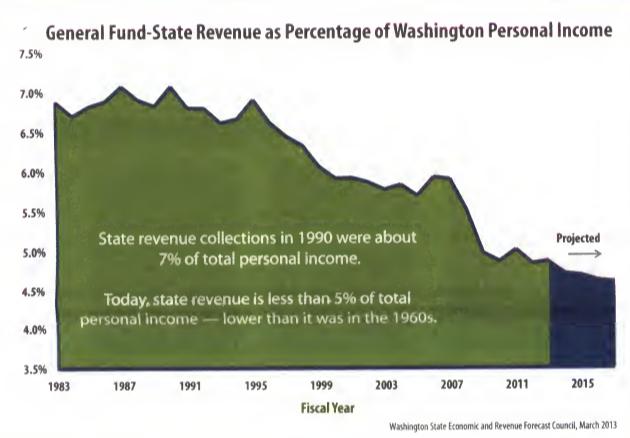
Seattle Times, 12/10/13

We're not Detroit...cuts aren't the answer

Not in our state!

Some will try to use the bankruptcy in Detroit to justify cuts in Washington. In Detroit, outside politicians want to cut public employee pensions that average only \$19,000 a year. But pension costs didn't cause the bankruptcy there. Michigan cut \$66 million from the city's tax base, outsourced jobs, inflicted \$160 million in employee concessions in 2012 and then OK'd \$285 million for a new pro-hockey arena.

In Washington, we're recovering from the recession. Yet state revenue collections compared to personal income are the lowest in 50 years. Let's build, not tear down!



Sources: AFSCME; Economic and Revenue Forecast Council

Let's keep active in 2014!

FACT: In the last legislative session, WFSE/AFSCME members made a combined 840 personal visits to legislators and sent thousands of e-mails and phone calls. That direct contact made the difference in stopping bad bills.

WFSE/AFSCME Legislative and Political Action (LPA)

Being a member lobbyist is easy!

Join us for a scheduled Lobby Day or request a special day of your choosing.

Each Lobby Day includes a morning briefing that provides you with a status report and training, as necessary.

The day begins at 9am at WFSE/AFSCME LPA offices located at 906 Columbia Street SW, Olympia WA 98501.

Following the morning briefing, you'll head to the "hill" to meet with legislators, attend hearings, floor debate or some combination depending upon the issues and legislative calendar.

Contact April Sims

800-562-6002 or fax 360-352-7608

or email aprls@wfse.org

MORE ONLINE

More information online at: <http://www.wfse.org/get-involved/come-to-olympia/>



The state Senate Majority Coalition of 24 Republicans and two corporate Democrats says it plans to take up where it left off in the 2014 legislative session that starts Jan. 13. That means attacks on your health care, pensions and workers' compensation, and attempts to outsource more state employee jobs. They may use Detroit and Illinois to justify these attacks. You'll play a key role. Keep informed. Keep active.

We're not Illinois...cutting pensions is wrong



Not in our state! Illinois politicians targeted public employees for the state's fiscal problems. They cut pensions by \$100 million, pensions promised to public employees. And they raised the retirement age by five years for many public employees.

In Washington, legislators likely will target your pensions again, using Illinois as an example. The only problem with that logic: Illinois ranked in the bottom four states for the worst funded pension systems. In contrast, Washington ranks in the top four for best funded pension systems.

Sources: AFSCME; PEW Center

Why more outsourcing isn't smart

Not in our state! The Legislature should learn from the failures of outsourcing in other states.

Out of Control

The Coast-to-Coast Failures of Outsourcing Public Services to For-Profit Corporations

#OutsourceFail



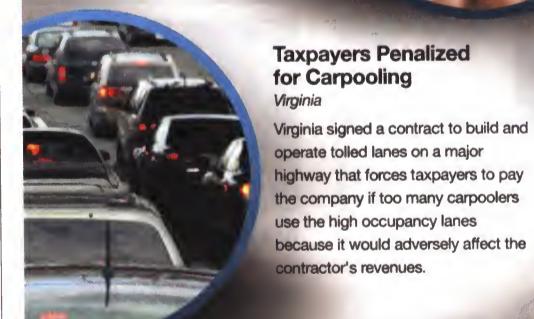
Despite Abuse of Foster Children, Annual Contract Renewals Los Angeles, California

Los Angeles County continued to annually renew a foster placement contract even after multiple reports surfaced of children placed in homes where they experienced severe abuse.



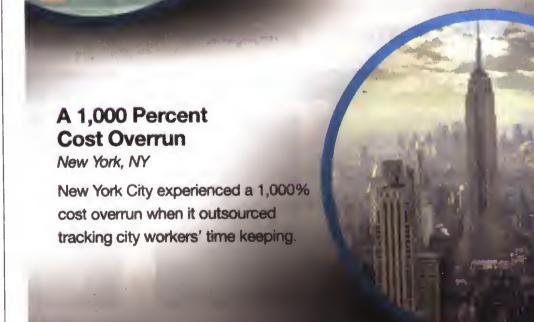
Nun Dropped from Food Stamps While Hospitalized Indiana

A nun suffering from cancer was one of thousands of low-income Hoosiers wrongly denied food stamps and other Medicaid assistance after a state outsourced its eligibility determination.



Taxpayers Penalized for Carpooling Virginia

Virginia signed a contract to build and operate tolled lanes on a major highway that forces taxpayers to pay the company if too many carpoolers use the high occupancy lanes because it would adversely affect the contractor's revenues.



A 1,000 Percent Cost Overrun New York, NY

New York City experienced a 1,000% cost overrun when it outsourced tracking city workers' time keeping.

Keep informed

Use your PC, laptop, tablet, smartphone or old fashioned telephone to keep up to date on your issues during the 2014 legislative session.



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Key dates

1/4/14: WFSE/AFSCME Lobby Training, Seattle

1/13/14: Legislature convenes for scheduled 60-day session. (This is Part 2 of this Legislature that started in 2013.)

3/13/14: Scheduled end of 60-day session.

THE FACES OF THE 147 LEGISLATORS WHO'LL DECIDE STATE'S FATE

Listed here are the names of the senator and two representatives from each of this state's 49 legislative districts for the 60-day 2014 regular session of the Legislature that starts Jan. 13. Democrats control the House, 55-43.

In the Senate, there are 25 Democrats and 24 Republicans. However, the 24 Republicans teamed with two Democrats, Sen. Rodney Tom and Sen. Tim Sheldon, to give the Republicans 26-23 control of the Senate.

Use this directory to call or e-mail your legislators directly. At press time, several vacancies remained.

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Sen. Rosemary McAuliffe, D-1, (786-7600) (rosemary.mcauliffe@leg.wa.gov)	Rep. Derek Stanford, D-1, (786-7928) (derek.stanford@leg.wa.gov)	Rep. Luis Moscoso, D-1, (786-7900) (luis.moscoso@leg.wa.gov)	Sen. Randi Becker, R-2, (786-7602) (randi.becker@leg.wa.gov)	House Pos. 1 (786-7824)	Rep. J. T. Wilcox, R-2, (786-7912) (jt.wilcox@leg.wa.gov)
					
DISTRICT 7		DISTRICT 8		DISTRICT 9	
					
Sen. Brian Dansel, R-7, (786-7612) (brian.dansel@leg.wa.gov)	Rep. Shelly Short, R-7, (786-7908) (shelly.short@leg.wa.gov)	Rep. Joel Kretz, R-7, (786-7988) (joel.kretz@leg.wa.gov)	Sen. Sharon Brown, R-8, (786-7614) (sharon.brown@leg.wa.gov)	Rep. Brad Klippert, R-8, (786-7882) (brad.klippert@leg.wa.gov)	Rep. Larry Haler, R-8, (786-7986) (larry.haler@leg.wa.gov)
					
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Rep. Drew Hansen, D-23, (786-7842) (drew.hansen@leg.wa.gov)	Sen. Jim Hargrove, D-24, (786-7646) (jim.hargrove@leg.wa.gov)	Rep. Kevin Van De Wege, D-24, (786-7916) (kevin.vandewege@leg.wa.gov)	Rep. Steve Tharinger, D-24, (786-7904) (steve.tharinger@leg.wa.gov)	Sen. Bruce Dammeier, R-25, (786-7648) (bruce.dammeier@leg.wa.gov)	Sen. Bruce Dammeier, R-25, (786-7648) (bruce.dammeier@leg.wa.gov)
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THE FACES OF THE 147 LEGISLATORS WHO'LL DECIDE STATE'S FATE

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DISTRICT 47		DISTRICT 48		DISTRICT 49		SENATE PRESIDENT	MORE CONTACT INFORMATION:	
							Legislative Message Hotline:	
Rep. Mark Hargrove, R-47, (786-7918) (mark.hargrove@leg.wa.gov)	Rep. Pat Sullivan, D-47, (786-7858) (pat.sullivan@leg.wa.gov)	Sen. Rodney Tom, D-48, (786-7694) (rodney.tom@leg.wa.gov)	Rep. Ross Hunter, D-48, (786-7936) (ross.hunter@leg.wa.gov)	Rep. Cyrus Habib, D-48, (786-7848) (cyrus.habib@leg.wa.gov)	Sen. Annette Cleveland, D-49, (786-7696) (annette.cleveland@leg.wa.gov)	Rep. Sharon Wylie, D-49, (786-7924) (sharon.wylie@leg.wa.gov)	1-800-562-6000	
								By mail:
								• Senate: P.O. Box 404 (insert LD#) Olympia, WA 98504-04 (insert LD#)
								• House: P.O. Box 40600 Olympia, WA 98504-0600
								Governor's Office: (360) 902-4111 (For relay operators for the deaf or hearing impaired, please dial 7-1-1)
								E-mail form: www.governor.wa.gov/contact/default.asp
								Mail: P.O. Box 40002 Olympia, WA 98504-0002
								Olympia, WA 98504-0002



SPOKANE STEWARDS IN ACTION TRAINING. WFSE/AFSCME members from ABHS, Ecology, Community Colleges of Spokane and Consolidated Support Services attended the Dec. 7-8 training. WFSE/AFSCME Council Reps Kandys Dygert, Electra Jubon and Jacqui Tucker conducted the class.

INTERPRETERS BARGAINING TEAM MEETS. The Interpreters Bargaining Team, met for training Dec. 5 in Olympia. From left: Eugenio Vidrio, Jaime Alarcon, Leroy Mould, Ruth Medina, Chief Negotiator Sarah Clifforne, Larysa House, Samuel Potts, Johnny Voogt, Paul Natkin, Milena Calderari-Waldron, Karen Castle and Ferdi Nadir. Other WFSE/AFSCME bargaining teams around the state are also prepping for the next round of bargaining.

WFSE/AFSCME stands with Machinists

Dozens of WFSE/AFSCME members rallied for Machinists 751 members in downtown Seattle Nov. 18 and urged Boeing to "Build it here" to keep the 777X in Washington.

"State employees will be with you every inch of the way because we're fighting for Washington," Julianne Moore, Yakima Local 1326, told the crowd in Westlake Center on behalf of the Federation. She is also a regional vice president of the Washington State Labor Council.

Stewards in action



KENNEWICK STEWARDS IN ACTION TRAINING. Local 1253 and 396 members attended the training Nov. 16-17.

Rose Gittings

Iconic WFSE/AFSCME activist had front row seat as union forced end to political hiring in state government

IN MEMORIAM: Few WFSE/AFSCME members may remember Rosalie "Rose" Gittings. But her impact on our lives and the lives of future state employees will live on for generations.

Gittings, an early member of the Federation who worked for governors and Supreme Court justices, died Nov. 16 at her home in Lacey. She was 88. Her family plans a celebration of her life next summer.

Gittings was an active member of Council 28 and Local 443 during some tough times.

Congressman Denny Heck, who worked with Gittings in the administration of Gov. Booth Gardner, eulogized his former colleague Nov. 18 on Facebook: "R.I.P. Rose Gittings. It was an honor to work with you."

Rose was instrumental in the Federation's 50th anniversary project in 1993 to fill in a lot of historical gaps.

And long before the Obama and even Clinton attempts at health care reform, she co-piloted an ambulance cross-country in the fall of 1991 as part of an AFSCME campaign to heighten awareness of the need for affordable health care for all. The movie "Thelma and Louise" had just come out and Rose, along with her co-driver Wanda Riley of Local 443, were dubbed the "New Thelma and Louise." They



Rose Gittings, during 1993 WFSE/AFSCME 50th Anniversary history project.

got to Washington, D.C. in one piece, didn't drive off a cliff, but did a lot to help our union and country from going off a cliff.

Gittings and Riley took a similar journey with other Federation members in 1994.

Decades earlier, Gittings had a ringside view of the world of state employment before the Federation won civil service rights in 1960.

Gittings worked for the Democratic Central Committee in that era when state jobs were doled out based on political loyalty, not qualifications. Even after civil service came in, the administration of

Democratic Gov. Al Rosellini in the early 1960s still filled temporary state jobs from the ranks of the party faithful. But, Gittings pointed out in an Oct. 22, 1993, interview, the candidates she placed all were qualified for the jobs. She made sure of that.

"It (patronage) went away with civil service, but it was still there for temporary employees," Gittings said in the 1993 interviews for the Federation's 50th anniversary history project. "I think I hired the first people on the Hood Canal Bridge and the Narrows Bridge and all of those places where tolls were taken. All of the state parks,

EMERGENCY DRIVE FOR HEALTH CARE

On the road to health care for all

WFSE/AFSCME retirees Rose Gittings and Wanda Riley drove to the heart of America with a message whose time has come

by Tim Welch

ago after a long career in state service —

the AFSCME Retirees proved to be a big

Wanda Riley (left) and Rose

Gittings set out from Tacoma Sept. 19.

park aides, lifeguards, temporary employees at DOT, God forbid...."

Still, she remembers the wider-spread abuse of state employees before voters approved the Federation's civil service Initiative 207 on Nov. 8, 1960.

"Oh, heavens yes," Gittings recalled. "I was around when, you know, whole offices, they would be swept out of office. I know one fella who didn't take a vacation for three years because other people disappeared from their desks — they took their vacation and somebody else is occupying their desk then they came back to work. I mean, that was well known in (a) change of administration...."

Gittings supported then-Pierce County Executive Booth Gardner when he ran for governor in 1984. She worked that year's Federation Endorsements Conference to win the then little-known Gardner a joint endorsement with then-state Sen. Jim McDermott. That was the first time the Federation ever took

a position in a gubernatorial race -- the previous four years under Gov. John Spellman saw the start of what we now know as "Wisconsin-style attacks" on public employees.

Gardner went on to win and Gittings became his executive assistant.

But the union's relations with Gardner soured as he rebuffed the union on health insurance and waged two bitter (and unsuccessful) attempts to wipe out civil service protections.

Gittings had mixed emotions as a loyal Federation member and a loyal follower of Booth Gardner (whose chief of staff for awhile was Denny Heck).

"It was (a) really difficult time for me many, many times," Gittings recalled in 1993. "Many moments of despair. But Booth himself never bad-mouthed the union. And it was just very touchy, (a) very fine line there. But we (she and Gardner) had a good relationship so I could vent and have a catharsis. Yelled... of course. We were good friends."

MEMBERS ONLY BENEFITS UPDATE

Four new benefits added

These benefits are for dues-paying members of WFSE/AFSCME



NEW FOR 2014! AFLAC is supplemental insurance available to state employees through payroll deduction at a group discounted rate. AFLAC is not medical insurance, but insurance that pays cash benefits directly to the policyholder, over and above any other coverage that is currently in place. The employee decides how they will use that money.

It provides that extra layer of financial protection to help fill in the gaps, and covers expenses such as: Loss of income; out of pocket medical expenses; everyday living expenses

• Claims are handled personally by local office and

on average paid within 4 days.

- Coverage is portable - if employee retires, the premiums can be deducted from the retirement check or if they leave state employment, they can take coverage with them at same rates.

For more information, please contact: Barbara Dickson - AFLAC Account Manager, (425) 827-8397 • barbara_dickson@us.aflac.com. Visit the website for state employees: www.aflac.com/wagov

Colonial Life.

NEW FOR 2014! Colonial Life has been serving the needs of Washington State public sector employees via payroll deduction since 1961.

Colonial Life plans include:

- Disability Insurance: offsets the financial losses that can result when employees are unable to work due to injury or illness. Plans cover both on and off the job injuries. All benefits are paid in addition to any other insurance and paid directly to the employee -- tax-free.
- Accident Insurance; life insurance; Cancer & Critical Care Insurance.

Representative of Colonial Life available for "Lunch & Learn" meetings to provide educational information to WFSE/AFSCME members of these voluntary employee benefits.

All plans are approved for payroll deduction. Questions?

- For all of Western Washington contact Robert Branscomb 1-877-209-9277 • robertbranscomb@gmail.com
- For all of Eastern Washington contact Tom McGrann 1-509-930-8054 • yomegrann@charter.net

SHARED LEAVE REQUESTS

To place approved shared leave requests: tim@wfse.org, or 1-800-562-6002.

IN NEED OF SHARED LEAVE: An employee at Green River Community College in Auburn who is requesting shared leave as a victim of domestic violence. This is in Article 13 (Shared Leave) of the Community College Contract (also in other contracts, including General Government Article 14) allowing shared leave for any employee "who is a victim of domestic violence, sexual assault, or stalking." The college has indicated it would gladly accept shared leave donations from other state colleges and universities and state agencies. As is policy in domestic violence cases, the employee requesting the shared leave remains anonymous. But here is what the employee wrote:

"I am an employee at a college in Washington State, I have been employed at this college for the past 8 years, it is my only source of income to provide support for my son who is 9 years old, and my daughter who is currently a college student and myself. I am a victim of domestic violence and for most of my marriage I have kept the abuse a secret out of shame and embarrassment, until the abuse became unbearable; now due to my medical condition, medications, and treatment, I am unable to work at this time per my doctor recommendation. I am humbly asking for shared leave donation time based on the above facts, and I want to thank in advance any and all donators."

To donate leave to this victim of domestic violence, call the Green River CC Human Resource contact, Sheryl Gordon, at (253) 833-9111, Ext. 2600.

This month's other shared leave requests:

Jennifer Wohl, a juvenile rehabilitation counselor at Echo Glen Children's Center in Snoqualmie and a member of Local 341, has been approved for shared leave while providing care for her partner, who is recovering from abdominal surgery. Contact: Claudette Mitzel, (425) 831-2500.

Stephanie Coburn, a juvenile rehabilitation counselor at Echo Glen Children's Center in Snoqualmie and a member of Local 341, has been approved for shared leave while recovering from abdominal surgery. Contact: Claudette Mitzel, (425) 831-2500.

Doreen Clement, 54, an adjudicator 3 with the DSHS Division of Disability Determination Services in Tumwater, has been approved for shared leave. She's been with the state for 30 years and has had frequent health challenges in recent years due to serious gastrointestinal problems requiring multiple surgeries. In the past year, she has transitioned to a 32-hour work-week to facilitate her ongoing medical care and continue her career in state service despite her chronic medical conditions. Doreen has exhausted her leave and has no other household income. She would be greatly appreciative of any donations of shared leave. Contact: Debbie Stallard, (360) 664-7415.

Shilo Strickland (some might know her as **Shilo Smith** before her recent marriage), a financial examiner 2 with the Office of the Insurance Commissioner in Olympia and a member of Local 443, has been approved for shared leave because of serious medical reasons. She has exhausted all leave. Without shared leave, she will be without funds for the month of December. Contact: Sarah Fox, (360) 725-7031.

Tavis Argo, an attendant counselor 2 at Rainier School in Buckley and a member of Local 491, has been approved for shared leave while he recovers from a bad motor vehicle accident. Contact: Sarah Hawkins, (360) 829-3003.

Charles Harper Jr., a medical assistance specialist 3 with the Health Care Authority in Lacey and a member of Local 443, has been approved for shared leave through Feb. 4, 2014. Contact: Nicole Rivera, (360) 725-2134.

Randall Kurtz, a financial services specialist 3 with the DSHS Northwest Phone Team in the Everett Community Service Office and a member of Local 948, has been approved for shared leave. Contact: your human resource office.

Marcy Johnson-Kurtz, a financial services specialist 3 at the Smokey Point Community Service Office and a member of Local 948, has been approved for shared leave. Contact: your human resource office.

Alex Stayton, a claims manager 3 with the Department of Labor and Industries in Tumwater and a member of Local 443, has been approved for shared leave. Alex has been diagnosed with bone cancer. He is recovering from his treatment, and has exhausted all his available sick, vacation and personal leave. Contact: Deanna McIntosh, (360) 902-5705, or your human resource office.

Charnell Fox, a health services consultant 1 with the Department of Health in Tumwater and a member of Local 443, has been approved for shared leave until the end of January 2014. She will need to travel to Michigan to care for her mother, who is battling pancreatic cancer. She has exhausted all leave. Contact: your human resource office.

Janet Smoot, a senior plans reviewer with the Department of Health in Tumwater and a



Modern Woodmen of America Payroll Deduction Code 2775 The Roth Individual Retirement Plan

NEW FOR 2014! Modern Woodmen of America is a member-owned fraternal financial services organization. Retirement savings program: saving for retirement and Roth Individual Retirement Account (IRA) opportunities.

Questions: Robert Branscomb, 1-877-209-9277 • robertbranscomb@gmail.com • www.therothira.org

Pacific Dental Alliance

NEW FOR 2014! Pacific Dental Alliance (PDA) is a network of dental offices that has been serving union members for over 15 years with quality and affordable dental care. PDA locations in the Puget Sound Region have union

employees! Average of 35% savings on out of pocket cost for members.

Members without insurance (such as Interpreters), will save an average of 35% over other area dental offices; Visit www.pacificdental.airset.com for dental office name and address. Questions? Call PDA affiliated dental office or PDA at 206-276-7880.

And don't forget our existing dental partners: Bright Now! Dental, (253) 405-4547; Frontier Family Dental (Tri-Cities), (509) 547-3000; Sunrise Dental, www.sunrisedental.com. 1-877-770-3077.

MORE ONLINE

Go to www.wfse.org > MEMBER RESOURCES > MEMBER BENEFITS Direct link: <http://www.wfse.org/member-benefits/>

exhausted all her available leave and is now on leave without pay status. Contact: Cindy Hebert, (360) 902-5681, or your human resource office.

Jamie Spaulding, a financial services specialist 3 with DSHS in Goldendale and a member of Local 716, is recovering from cancer surgery and in need of shared leave. Contact: Debbie Lloyd, (509) 225-7915.

Aiden Rhaburn, a financial services specialist 2 with DSHS in Bremerton and a member of Local 53, has been approved for shared leave because of a medical condition. He has exhausted all available leave. Contact: your human resource office.

Christina Hurley, an information technology specialist 3 with the Department of Natural Resources in Olympia and a member of Local 443, has been approved for shared leave. Contact: DNR Human Resources, (360) 902-1228.

Kelly Crouch, a workers' compensation adjudicator 4 with the Department of Labor and Industries in Tumwater and a member of Local 443, has been off work since Sept. 30 because of spinal surgery (C2-C6 laminectomy/fusion with instrumental). She will be off work until Jan. 2. Contact: Deanna MacIntosh, (360) 902-5488.

Debbie Gallagher, a social services specialist 3 for DSHS Home and Community Services in King County, is still in need of shared leave. She is recovering from a traumatic head injury and is in need of shared leave. Contact: your human resource office.

Rachel Saunders, a health services consultant 3 at the Department of Health in Tumwater and a member of Local 443, is still in need of shared leave because of a serious health condition. She has exhausted all leave. Contact: Kim Kenderesi, (360) 236-4058.

Working together to change the culture in Employment Security

■ Time to fix “culture of distrust”

The Federation and management at the Employment Security Department have taken a remarkable step that shouldn't be that remarkable: a true partnership to change the workplace culture at ESD.

A joint labor-management panel briefed the union's Executive Board Dec. 8 and asked for financial help to take the next step in what could be a model for other agencies.

Assistant ES Commissioner Ron Marshall told the board a survey of employees showed that 84 percent aren't engaged in the agency.

That has to change, Marshall said, so “ESD employees are valued, they're empowered and they're engaged at

work and can develop their skills and careers.”

Marshall told the Federation board his agency leadership learned some uncomfortable truths about the workplace culture at Employment Security.

“It's a culture of distrust, it's a culture where we don't communicate well from the top down, from the bottom up,” he said. “If we don't fix that, I don't see us succeeding in all the other projects” the agency needs to undertake.

This is a serious move to a true partnership between management and employees through their union.

“Together, we need to go forward and do what's best for (employees) and what's best for them is going to be best for ESD,” Marshall said.

“This should be what



From left: Assistant Employment Security Commissioner Ron Marshall, Local 443 ESD member **Ginger Bernethy** and WFSE/AFSCME Labor Advocate **Lewis Woods** describe the employee engagement effort to Executive Board Dec. 8.

we have done and what we should always do,” said **Ginger Bernethy**, a Local 443 ESD member on the employee engagement project.

Creating a real partnership with shared goals and communication is the key to success.

“The people who do the work, these are the people who know and without their involvement and input, any plan that you put in place probably won't be successful,” said WFSE/AFSCME Labor Advocate **Lewis Woods**.

Employment Security and Federation ESD leaders have met for months on the

employee engagement initiative. There have been surveys, two-day feedback sessions, the help of a consultant and genuine interest in this movement.

The next step is to gather bargaining unit supervisors and managers to foster a true two-way street on employee engagement.

But to do that, Employment Security needs funds for that next step. The agency has seen several rounds of deep cuts in an agency that gets 87 percent of its funding from the federal government.

The representatives from

this joint employee engagement movement asked the board to chip in funding. The agency had \$15,000 available. Local 443 has set aside about \$8,000. And the WFSE/AFSCME Executive Board approved another \$8,000.

The hope voiced by other board members: That the Employment Security employee engagement project succeeds and is used as a model to bring about a sea change in the culture at other state agencies.

Update on union's reaction to state's study of eligibility work

As part of the operating budget bill passed earlier this year, the Legislature directed the Office of Financial Management to conduct a study of eligibility work.

Lawmakers provided \$536,000 for this study in the budget and Public Consulting Group (PCG) was awarded the contract.

The Office of Financial Management, along with representatives from Public Consulting Group (PCG), requested to meet with the Federation

Dec. 3 to provide information about this study of eligibility that is currently happening in the DSHS Economic Services Administration (ESA), the DSHS Aging/Long-Term Support Administration (ALTS), the Health Care Authority (HCA) and the Department of Early Learning (DEL).

The goals, as outlined by the Legislature, are to assess and make recommendations to achieve the following:

- Simplify procedures
- Improve customer service
- Reduce state expenditures

When this information was presented to the Federation Dec. 3, the Federation raised a number of concerns around the integrity of the programs and social services, the imple-

mentation of the Affordable Care Act and lessons learned, and the need for further input from our membership.

A follow-up meeting took place Dec. 6.

Staff from the Office of Financial Management and PCG met with Federation members from the DSHS Community Services Division, DSHS Home and Community Services and the Health Care Authority.

WFSE/AFSCME members explained to OFM and PCG representatives the myriad of problems created for the clients and staff in Washington as a result of how the state has elected to implement the Affordable Care Act.

The level of duplication in the work, the lack of communication be-

tween agencies, divisions and computer systems, and the inability to access the Health Plan Finder website or its call center are a few of those concerns.

“Federation members did an outstanding job describing the impact to the clients they serve as well as to program integrity,” said the union's Coordinator of Negotiations Amy Achilles. “The Federation offered to continue to be available to provide them with feedback and hope that the concerns we've expressed are reflected in the recommendations that PCG ultimately puts forward.”



WFSE/AFSCME Council Reps **Rick Nesbitt** and **Jacqui Tucker** on the picket line with nurses from Valley and Deaconess hospitals in Spokane during their Dec. 5 strike for patient care. “These brave workers are enduring their strike line in bitter cold temperatures of single digit lows,” Tucker said.

Inslee issues wellness order; union negotiations continue Gov. Jay Inslee on Nov. 21 issued an executive order to encourage state employee wellness, including healthy foods and beverages at state worksites and integrating the wellness program with state employee health insurance.

It also sets up a State Employee Health and Wellness Steering Committee to “develop necessary elements of a comprehensive wellness program for state employees,” according to Executive Order 13-06.

Four unions – the Federation, SEIU 1199 Northwest, the Teamsters and the WPEA – will have seats on that steering committee.

Meanwhile, the separate State Employee Health Care Coalition negotiations on incentivized wellness proposals continue and should conclude in December, said Federation Executive Director Greg Devore. That process was part of the Health Care Agreement ratified by Federation members Nov. 6.

SUTCLIFFE, from page 1

out of all the darkness comes the light.”

It all began earlier this year when Sutcliffe discovered that the college had brought in private contractors to replace a manual switch with an automatic switch on an emergency back-up generator, and conduit and wiring work for a waste water pump. The college had given no notice to the union and the work constituted contracting out of bargaining unit work.

That is work his position would have done – and should have done. And done faster, better and at lower

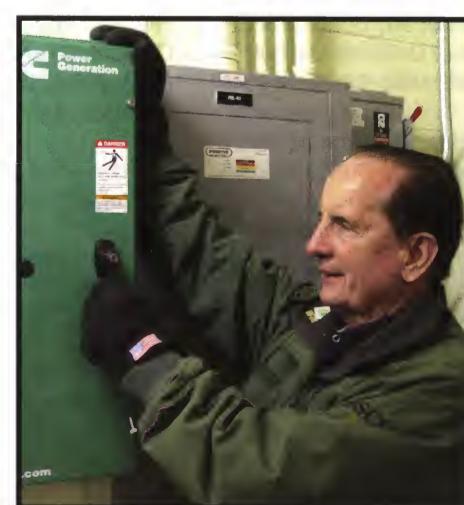
cost.

“You ask anyone on campus about the quality of my work and they'll say it's the best, bar none,” Sutcliffe said. “Even management.”

Under the Dec. 5 settlement, the college agrees to follow a policy requiring notification to the union of potential outsourcing so members can raise concerns and enforce the rules, laws and collective bargaining agreement.

Sutcliffe's supervisor will meet with him at least weekly about upcoming electrical service projects.

And the college will pay Sutcliffe \$1,000 to compensate him for the work wrongfully taken from him.



Sutcliffe has been on the job at South Seattle CC for 35 years.

“It behooves us in the future to stick to contracting policies so we don't have future incidents that end up costing taxpayers more,” Sutcliffe said.

“They spend way too much money to contract out when it could have been done cheaper in-house,” said **Robin Ledbetter**, the WFSE/AFSCME council representative who assisted Sutcliffe.

Sutcliffe, 74, said he challenged the outsourcing to show newer and younger employees that their union fights for them.

“When I leave, I want to make sure no one is messed with,” he said. “The union is here.”